

Salary Commission

CITY AND COUNTY OF HONOLULU

530 South King Street, Room 202M • Honolulu, Hawaii 96813

April 25, 2017

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The Honorable Ron Menor, Chair,
And Members of the City Council
City and County of Honolulu
Honolulu Hale
Honolulu, Hawaii 96813

Dear Chair Menor and Councilmembers:

It is my pleasure to submit the Salary Commission's Findings of Fact and Resolution for recommended salary adjustments by the 2017 Salary Commission.

The Commission received testimony from the Department of Human Resources (DHR), the Honolulu Fire Department (HFD), the Office of the Mayor, and the public. In making its recommendations, the Commission considered all testimony and data that was submitted.

As Chair of the 2017 Salary Commission, I believe that the Commission's Findings and Resolution are consistent with the Commission's mission as set forth in Section 3-122 of the Revised Charter of the City and County of Honolulu.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin Sakamoto", is written over a horizontal line.

Kevin Sakamoto, Chair
Salary Commission
City and County of Honolulu

Enclosures

FINDINGS OF FACT BY THE 2017 SALARY COMMISSION

APRIL 25, 2017

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (2000 ed.), the 2017 Salary Commission hereby makes the following findings of fact in support of its decision to establish the salaries and salary schedules of elected and appointed officials of the City and County of Honolulu to be effective prospectively from the first day of the fiscal year subsequent to their adoption by this Commission:

1. The 2017 Salary Commission solicited public testimony regarding salaries of the City and County of Honolulu's elected officials and the following appointed officials: mayor, councilmembers, prosecuting attorney, first deputy prosecuting attorney, managing director, deputy managing director, department heads, deputy department heads, police chief, deputy police chiefs, fire chief, deputy fire chief, medical examiner, deputy medical examiner, band director, and the salary schedules for the deputies of the corporation counsel and prosecuting attorney.
2. Based on information provided to it by the Department of Human Resources, the 2017 Salary Commission finds that "inversion" of salaries continues to exist in certain departments, where the highest paid "exempt management" subordinates' salaries are higher than the department and deputy department heads. The 2017 Salary Commission, however, believes that remedying the inversion incrementally over the years is in the best interest of the City and County of Honolulu.
3. In order to streamline the review of existing and recommended salary adjustments, the 2017 Salary Commission created a permitted interaction group ("PIG") pursuant to Haw. Rev. Stat. § 92-2.5 on January 24, 2017. The PIG provided its recommendations to the Salary Commission on February 28, 2017. The PIG recommended a 5.0% increase for all elected and appointed employees. The 2017 Salary Commission scheduled a public hearing to allow public testimony on the PIG's recommendations which was held on March 21, 2017.
4. On April 25, 2017, a motion was made to adopt the PIG's recommendation of a 5% increase for all elected officials and appointed employees. The 2017 Salary Commission then voted in favor of the PIG's recommended 5.0% increase of the salaries of all elected and appointed employees.
5. The 2017 Salary Commission makes the following recommendations on the salaries and salary schedules for elected officials and appointed employees:

Position	2017 Proposed Salaries	Percentage increase
Mayor	\$173,184	5.0%
Council Chair	\$71,520	5.0%
Councilmember	\$64,008	5.0%
Prosecuting Attorney	\$164,136	5.0%
Managing Director	\$165,672	5.0%
Deputy Managing Director	\$157,056	5.0%
Department Heads, except Police, Fire, Medical Examiner	\$154,728	5.0%
Police Chief	\$191,184	5.0%
Fire Chief	\$185,112	5.0%
Medical Examiner	\$288,192	5.0%
Deputy Department Heads, except Prosecutor's Office, Police, Fire, Medical Examiner	\$146,808	5.0%
First Deputy Prosecuting Attorney	\$156,072	5.0%
Deputy Police Chiefs	\$182,352	5.0%
Deputy Fire Chief	\$176,544	5.0%
Deputy Medical Examiner	\$230,592	5.0%
Band Director	\$136,512	5.0%
Schedule of salaries of the deputies of the Corporation Counsel:		
First Deputy Corporation Counsel	\$146,808	5.0%
Deputy (LS) Corp. Counsel	\$69,816 – \$154,728	5.0%
Schedule of salaries of the deputies of the Prosecuting Attorney	\$54,912 – 152,384	5.0%


The above findings of fact shall be incorporated by reference into the Resolution to be forwarded to the Mayor and the City Council of the City and County of Honolulu this 25th day of April 2017.



KEVIN SAKAMOTO, CHAIR



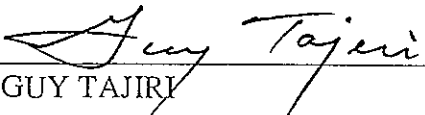
BRIAN TAMAMOTO, VICE-CHAIR



MERLE KELAI



DIANE PETERS-NGUYEN



GUY TAJIRI



GERALD TAKEUCHI



CLAIRE YUEN

RESOLUTION OF THE 2017 SALARY COMMISSION

APRIL 25, 2017

ESTABLISHING SALARIES AND SALARY SCHEDULES IN ACCORDANCE WITH THE REVISED CHARTER OF THE CITY AND COUNTY OF HONOLULU 1973 (2000 EDITION)

WHEREAS, The Revised Charter of the City and County of Honolulu 1973 (2000) Edition, Section 3-122, provides for a Salary Commission which is empowered to establish the salaries of all elected officials, including the Mayor, Councilmembers and Prosecuting Attorney, and the following appointed officials: Managing Director, Deputy Managing Director, First Deputy Prosecuting Attorney, Department Heads, Deputy Department Heads, Police Chief, Deputy Police Chiefs, Fire Chief, Deputy Fire Chief, Medical Examiner, Deputy Medical Examiner, and Band Director, and salary schedules of the Deputies Corporation Counsel and Deputy Prosecuting Attorneys; and

WHEREAS, said Section 3-122 further provides that the Salary Commission shall convene annually no later than the first day of February, and shall, after public hearing, establish salaries and salary schedules no later than the first day of May subsequent thereto; and

WHEREAS, said Section 3-122 further provides that the Salary Commission shall set salaries in accordance with the principles of adequate compensation for work performed, and preservation of a sensible relationship with the salaries of other city employees; and

WHEREAS, said Section 3-122 further provides that any action of the Salary Commission altering salaries shall be by resolution accompanied by findings of facts and that said resolution shall be forwarded to the Mayor and the City Council but shall take effect without their concurrence sixty calendar days after its adoption unless rejected by a three-quarters vote of the council's entire membership; and

WHEREAS, the Salary Commission has this day adopted Findings of Facts which are attached hereto and incorporated herein by reference; now, therefore,

BE IT RESOLVED by the 2017 Salary Commission of the City and County of Honolulu

1. That the salaries of all elected officials including the Mayor, Council Chair, Councilmembers, and Prosecuting Attorney and appointed officials including Managing Director, Deputy Managing Director, First Deputy Prosecuting Attorney, Department Heads, Deputy Department Heads, Band Director, and salary schedules for the Deputies Corporation Counsel and Deputy Prosecuting Attorneys, shall be increased by the percentages provided below, and the salaries shall be as follows:

Position	2017 Proposed Salaries	Percentage increase
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Council Chair	\$71,520	5.0%
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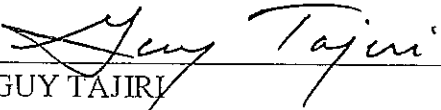
IN WITNESS WHEREOF, the undersigned members of the 2017 Salary Commission have signed this Resolution as of 25 April 2017, and transmitted it together with their findings of fact attached hereto to the Mayor and the City Council of the City and County of Honolulu this 25th day of April 2017.


KEVIN SAKAMOTO, CHAIR


BRIAN TAMAMOTO, VICE-CHAIR


MERLE KELAI


DIANE PETERS-NGUYEN


GUY TAJIRI


GERALD TAKEUCHI


CLAIRE YUEN